

## New Research VP

Saskatchewan's Dr. Gary Katchanoski to start next fall.

2

## Sessional labour in the academy

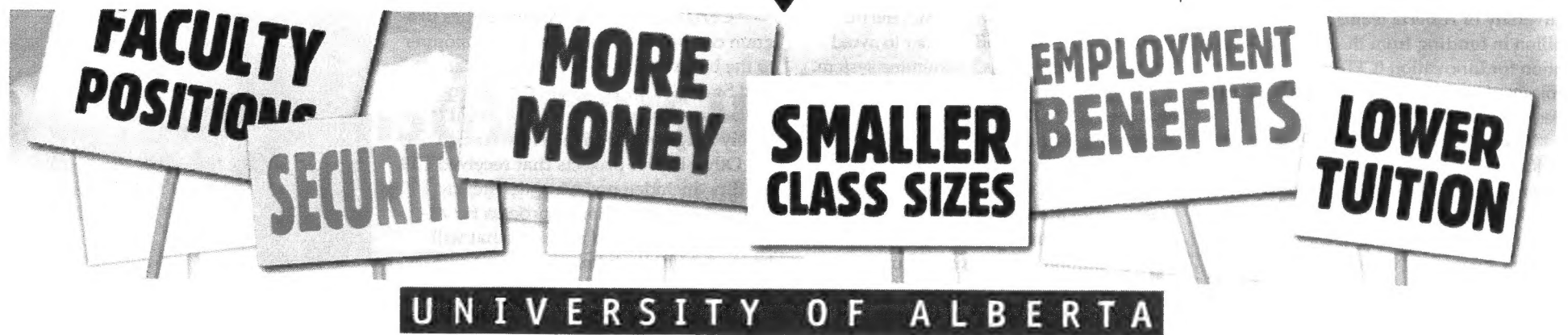
What lessons can be learned from the teaching strike at York University?

3

## MBA students dominate

U of A team wins national Queen's Cup

4



# folio

Volume 38 Number 10

JANUARY 26, 2001

<http://www.ualberta.ca/folio>

## First-year physiology student a Web star

*Site on organ transplantation takes international award*

By Ryan Smith

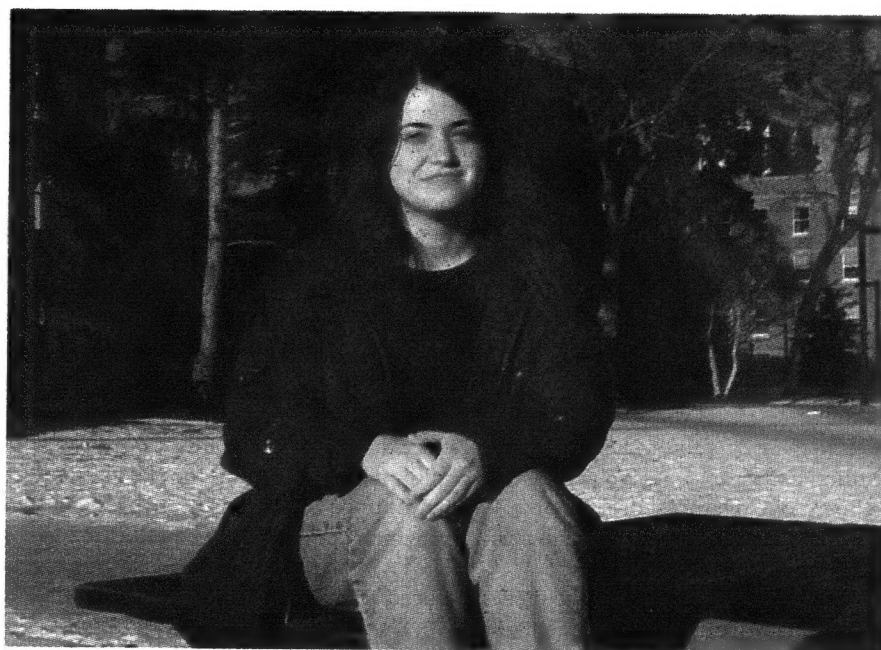
With a little persuading, Kim Krueger will begin to tell you about some of the "side" projects she has completed and is working on. Then, as the taciturn, modest 18-year-old reveals the layered details of her projects and achievements, it's the persuader who is speechless.

The first-year University of Alberta physiology student, along with a Danish Web designer she met through an online forum, won an international competition—and \$15,000 US each in scholarships—for a Web site they developed to help others learn about organ transplantation and donation.

Their site, "Modern Miracles: Organ Transplants," was chosen over thousands of others in the 1999 ThinkQuest Internet contest. Krueger is once again one of five finalists in the 2000 contest for her site, The Learning Curve, which is a comprehensive report about how people learn throughout the world. She developed The Learning Curve with two partners she also met online—a 14-year-old student from Estonia and a 15-year-old from Taiwan.

However it's her site about organ transplantation and donations that has received the most attention so far. Aside from winning the ThinkQuest contest and receiving "a lot" of job offers from employers who had seen the site, Krueger received letters of commendation from "Prime Minister Jean Chretien, Premier Ralph Klein and the premier of Ontario...I forget his name."

Modern Miracles is aimed at teaching other students about all aspects of organ transplantation, though anyone can benefit from it. The site focuses on commonly transplanted organs and tissues, the history of organ transplantation, new advances and technologies, and topic-specific concerns and issues. Other features include surveys, quizzes, a discussion



Kim Krueger became fascinated with organ transplantation while still in high school.

forum, and user-submitted transplant stories designed to promote participatory learning.

"I was just interested in this topic myself and I saw a need for something like this on the Web, so I decided to do it," Krueger said. "Organ transplantation is something that affects everyone regardless of age, nationality or anything."

Krueger found out about the ThinkQuest contest for pre-post-secondary students through her older brother Richard, a computer science master's student at the U of A. ThinkQuest is a non-profit organization for the advancement of education through technology, and is affiliated with America Online. (Krueger's other older

brother, David, is also a student at the U of A, studying science in his fourth year.)

"I'd been on the Web for about five or six years and I'd learned how to write HTML [the coding language of the Web] in junior high school, so I thought I'd try this contest," she said.

She worked on the site around her schoolwork at Salisbury Composite High School in Sherwood Park. "We spent over a thousand

hours each working on Modern Miracles," she said. "My partner did the design work and I did the content."

She did a lot of her research with the help of her older brothers, who would check out books from the U of A library system for her to study. Over the past two

years she said she spent up to 18 hours a day on weekends and on summer vacation working on her ThinkQuest projects. "It was a lot of work, but in the end it was definitely worth it."

"Organ transplantation is something that affects everyone regardless of age, nationality or anything."

—Krueger

meet in person—we're still really good friends," she said.

Krueger will go to Switzerland this March to meet her Estonian and Taiwanese partners and see if she can repeat as a ThinkQuest champion. There are five ThinkQuest categories, and last year Medicine Miracles took the platinum award for the sports and health category. This year The Learning Curve is a finalist in the interdisciplinary category.

However, Krueger said the most satisfying feeling she gets from her sites is not winning awards or praise but having a direct effect on others' lives. "We get messages from people all the time who want to learn about organ transplantations, and they thank us for helping them. That's the best feeling."

There are links to Medicine Miracles from the major organ transplantation organizations in North America and Europe, and Krueger hopes, of course, that her site helps as many people as possible. Her advice to her fellow students is to "take advantage of the Web—there's a lot out there. It's more than just games."■

She was finally able to meet her 1999 partner, Lars Holm Nielsen from Denmark, at the awards ceremony in Los Angeles. "We had a great working relationship, but he was even better to



# U of A again leads country with most CFI projects

By Phoebe Dey

A biological sciences professor who uses ducks to study the flu virus is one of 10 University of Alberta teams to share \$2 million in funding from the Canada Foundation for Innovation (CFI)—the most projects of any Canadian university in the latest CFI competition.

"The scale of this project is huge," said Dr. Kathy Magor at a news conference on campus Jan. 22. She received almost \$650,000 from the CFI to purchase two critical pieces of equipment for her flu research. "Because I have the equipment, it's an experiment I can do in a month rather than in 10 years."

Ducks catch the flu from wild birds, chickens, pigs or people. While ducks do not

get sick, they cannot get rid of the flu bug either. Magor is sorting through thousands of duck genes to find which ones the flu viruses might switch off in order to avoid being detected by a duck's immune system.

Determining which genes are being switched off could lead to a new approach to fighting the flu.

The CFI's New Opportunities Fund, a program aimed at providing research infrastructure for new faculty at Canadian universities, announced a total of more than \$9 million in grants for 25 universities across the country. U of A Vice-President (Research) Roger Smith said the money continues to be instrumental in recruiting the brightest researchers.

The U of A also led the country with

New Opportunities grants in November, pulling in \$1.4 million for nine projects.

"Certainly the New Opportunities program can be viewed as one crucial stopper to the brain drain we hear so much about," said Smith. "This is a challenging time for Canadian universities, and this event is surely a sign we're on the right track."

Other U of A projects that received CFI funding include improving the steam-assisted gravity drainage process for Alberta's oil sands, and a facility that will house a multidisciplinary study of community health and environment.

The CFI, established as an independent corporation by the federal government in 1997, invests in projects to help strengthen research training at institutions across the country. ■



Dr. Dr. Kathy Magor at work in her lab.

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## folio

Volume 38 Number 10

OFFICE OF PUBLIC AFFAIRS,  
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Folio's mandate is to serve as a credible news source for the University community by communicating accurate and timely information about issues, programs, people and events and by serving as a forum for discussion and debate. Folio is published 21 times per year.

The editor reserves the right to limit, select, edit and position submitted copy and advertisements. Views expressed in Folio do not necessarily reflect University policy. Folio contents may be printed with acknowledgement.

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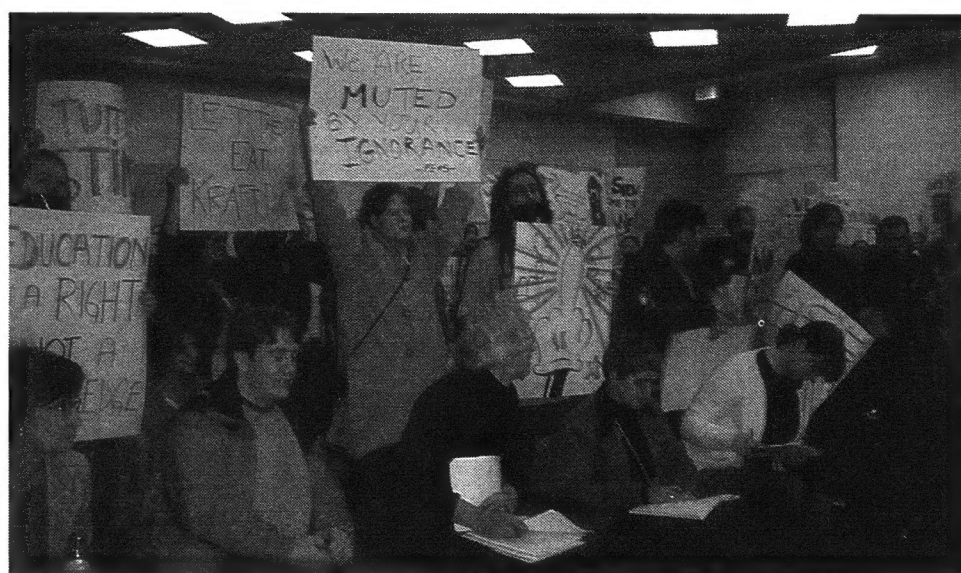
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## Students raise uproar as board raises tuition

Protesters disrupt meeting to chant slogans and voice disapproval

By Geoff McMaster



Students are incensed by yet another hike in fees, which have gone up by more than 200 per cent in 10 years.

Students at the University of Alberta will pay 3.2 per cent more in tuition next fall.

While the increase was less than expected, about 200 student protesters packed the Board of Governors' meeting room Jan. 12 to express their frustration, demanding a tuition freeze and even roll-backs in one of the loudest student demonstrations of the past decade.

Most carried placards with slogans such as, "Free education—Down with tuition," "Being hungry isn't fair," and "If you think education is expensive, try ignorance." Many taped their mouths shut to demonstrate their perceived lack of voice in the tuition debate.

The Board of Governors' decision to increase tuition means current average fees of about \$3,780 will rise by \$122. Angry protesters continually interrupted the meeting to chant slogans and shout comments. Some had been up all night holding rallies in the Student Union to raise public awareness and garner support.

Mike Hudema, who led a group called the "Radical Cheerleaders" and who graduated last year with an education degree and \$35,000 in debt, said the increase was unacceptable.

"If we look at what education is supposed to mean—a right for every student—that obviously wasn't shown today. There are many ways we can improve the quality of education while still making it accessible to students. We need a freeze at minimum and roll-backs if necessary."

Last fall university administrators proposed a 5.7 per cent tuition increase, but after the government announced a \$25 million one-time grant for post-secondary institutions earlier this month (\$5.5 million of which is expected to be allocated to the U of A), the proposed increase was reduced to 3.7 per cent.

Under pressure from student groups, the board's Finance and Property Committee reduced it further to 3.2 per cent the day before the full board meeting.

However Ove Minsos, chair of the finance committee, stressed the last-minute reduction in the tuition increase was a "unique circumstance" and was not meant to set a precedent for future tuition decisions.

According to Phil Stack, director of resource planning, a balanced budget for the coming year was calculated with a 3.7 per cent tuition increase in mind. Bringing it down by an additional .5 per cent "means we'll have to find another \$450,000 somewhere," he said.

Students' Union President Leslie Church voted against the increase because it was above the maximum two per cent she'd been fighting for all year. But she argued the final figure was still "a good step forward, and a fair compromise." She said the university and government have come a long way in recognizing the plight of students, who have watched tuition increase by more than 200 per cent in Alberta over the past 10 years.

However Church added it was time Alberta began a serious public debate on tuition, especially since other Canadian provinces, such as British Columbia, Manitoba and Saskatchewan are either freezing or rolling back fees. Ontario has legislated a two per cent cap on tuition.

Graduate Students' Association President Shannon McEwan, who also voted against the increase, agreed it was nonetheless a "really important step...that will benefit students in the end."

Fourth-year political science student Michelle Mungall, organizer of a protest group called Preservation of Education Accessibility for Society, said she was disappointed with the board's decision but encouraged by the student turn-out. "We got a lot of people talking and a lot of media attention, so it's a good start toward achieving our goals." ■

## New VP set to "aggressively" pursue goals

By Ryan Smith

The University of Alberta's next vice-president (research) doesn't start his new job until Sept. 1, but already he's eager to tackle his new duties.

"I've had a wonderful time at the U of S," said Dr. Gary Kachanoski, the current dean of the College of Graduate Studies and Research at the University of Saskatchewan. "I've



worked with a lot of great people and learned a lot here, but now I'm looking forward to the challenge of my new job at the U of A."

Kachanoski said it would take too long to outline the many goals he's set for himself as the new VP, but he did say, "I am fully committed to moving aggressively to help President [Rod] Fraser achieve his vision to make the U of A indisputably recognized as one of the world's best universities."

For his part, Fraser, who chaired the search committee to fill the VP position,

said he believes Kachanoski will succeed at bringing "the power of research and scholarship into the classroom...Throughout the search process, [Kachanoski's] colleagues consistently reflected his enthusiasm and commitment to outstanding research."

Kachanoski, who is also currently the president of the Canadian Society of Soil Science, will continue his work and research at the U of S, where he advises three grad students and is conducting three research projects in his field of soil science. ■

# Sessional instructors unite

*Are there any lessons to be learned from the teaching strike at York University?*

By Gilbert A. Bouchard

Dr. Richard Wellen doesn't seem like your typical picket-line radical. After all, Wellen is a respected political scientist who's been with York University for the past 12 years. He teaches full five courses per semester, squeezes in research wherever he can and has a well-respected academic book out—*Dilemmas in Liberal Democratic Thought*. He's also the coordinator of academic programming in his division and always gets a cheery, "Hello Professor Wellen" from the chair of his department.

The problem is, Wellen isn't a professor in the strict sense of the term. Weller is a contract teacher and has to apply for each of his courses separately. "I don't know what my courses are [until the very last minute]," he says.

"It's a very bad work situation, especially when you see full-time colleagues assume you have tenure or are on tenure stream," he continues. "My course evaluations are quite good; everyone knows I do good work, but I'm stuck, stigmatized a little bit."

That awkward position Wellen is in, and his long-term anxiety about his employment future and potential admittance to York's faculty, was one reason Wellen staunchly supported the recent educational strike involving the university's teaching assistants, research assistants and contract instructors.

At 11 weeks, the York University strike wasn't only Canada's longest educational strike outside of Quebec, it was a major event that will have long-term ramifications concerning employee relationships between graduate students, contract staff and administration, says Wellen.

"During the strike we were all very conscious that our action would lead to more groups organizing and a greater interest," he explains, noting the tangible results of the strike (a small gain in pay, tuition freezes and a promise of more hiring from the pool of contract staff) pale in comparison to the issues raised.

Wellen says the strike went far to underline the employment issues surrounding graduate students and contract staff—from skyrocketing tuition levels to class

ing assistant's salary of \$700 a month in a city where a basement apartment rents for \$600.

"People are now aware of those issues," he says.

Not to mention that the clock is ticking when it comes to making opportunities for long-time contract staff.

"When we first got the conversion program, we got eight positions on a tenure stream per year—this time we have four tenure positions and six five-year renewable contracts, allowing something for 50- to 60-year-old instructors who do not want to or cannot go up for tenure."

These conversions are vital for instructors like Wellen who are in highly competitive, over-subscribed fields. "We've had some very dry years—I've only had one interview recently – which was a surprise since I thought I'd have a better chance after my book came out."

The biggest shock was discovering after a conference interview two years ago that while the interviewers thought he had the best file, the department head felt he was just too old. "They wanted someone they could mold and shape. I was just too formed—they openly admitted age discrimination to me."

"Contract staff are seen as old shoes and no longer recognized after a while—that's why we need special channels."

The situation is only getting worse as more American schools are moving to hire more contract staff, especially in the humanities. Since the strike, the union has been flooded with requests for information—many requests are from American schools, a trend Wellen is pleased with, especially given the greater reluctance Americans have towards unionization.

Wellen, like many of his peers, is also afraid market-based salaries will have a negative effect on the hiring of full-time staff in the humanities, as universities are forced to pay hire salaries for talent in the sciences. "The huge hiring blitz we're told to expect as Baby Boom professors retire might not be so big after all, and Internet and on-line courses will only make those matters worse."

Another contract instructor, Dr. Rob Lawrence, with 20 years experience teaching in the York social science division and in the humanities (interdisciplinary courses), was pleased the strike forced the university to explore its contradictory rela-

tionship to the corporate model. "Up to now it's been the corporate model when convenient," he explains. "It's a politics of pure pragmatism where the administration takes whatever best serves their interests and gives out as little as they can."

For Lawrence it was unthinkable the university—boasting an \$18 million surplus—would work so hard to deny its graduate students and contract workers what should have been their fair share. "Everything we are asking for would only amount to three per cent of the annual budget. We didn't go on strike—the university tossed us out. A little bit of protection was all that was needed."

For all its potential ramifications in other Canadian and American schools, the York strike has few lessons for the U of A, says Graduate Student Association (GSA) President Shannon McEwen.

"You have to remember that York went on a very long strike for the things

we already have here: we have a tuition freeze for teaching assistants via the award portion that increases proportionally if tuition increases," she elaborates.

McEwen also warned against adopting an employee model for graduate students given their hybrid role. "In one respect they are employees but it's also an academic apprenticeship, where they play multi-faceted roles as teachers, researchers and students. It's a very complicated position."

The GSA has already negotiated a collective agreement for teaching and research assistants and is working on an agreement for trust employees and graduate-student sessionals. "We have separate collective agreements for all those groups since they have very different circumstances."

McEwen adds there is a danger associated with trying the university's hands when it comes to the hiring of staff. "The U of A is one of the premier intensive universities in Canada. The GSA expects to continue the pattern of excellence in attracting the best and the brightest, and the university needs to have freedom to meet that mandate."

"If sessionals are the best, we should hire them, but if young graduates are the best, then that's whom we should hire. The university brought in lots of new blood in the '90s and has done well in their hires." ■

**"You have to remember that York went on a very long strike for the things we already have here."**

—Graduate Students' Association President Shannon McEwen

**A living wage?**

**"Contract staff are seen as old shoes and no longer recognized after a while—that's why we need special channels."**

— Dr. Richard Wellen, contract sessional instructor, York University

negotiating with the university.

And as tough as it may seem to educate the public, Wellen points out Ontario has the highest tuition and the lowest per-student funding in the country, making life absolutely miserable for graduate students living in one of Canada's most expensive cities. For example, it's virtually impossible to make ends meet on a teach-





# message from the • president

## Communication skills essential

By Dr. Rod Fraser

As I mentioned in my last column, I plan to continue exploring the list of desired outcomes the University of Alberta considers crucial to the preparation of our leaders of tomorrow. My office has received considerable thoughtful response from many readers after the first discussion of critical thinking. Today, I wish to examine communication skills.

These first two outcomes are inextricably linked. An exceptional thinker with poor communication skills is as ineffective as an orator with nothing to say. I often think of confronting a blank piece of paper

or computer screen, mind loaded with ideas, and the mind-wrenching skill it takes to compose that first paragraph. It requires the ability to focus, to organise thoughts, and to assemble those thoughts into coherent arguments or compelling stories.

And while clarity in writing provides a solid foundation for this outcome, we need to ensure our students can extend their abilities into the verbal realm. This means far more than reading a report aloud in class; it requires developing sensitivity to the audience or individuals that will receive their communication. This calls for a

keen understanding of needs and stimuli that will trigger desired responses. Whether we are training a physician to deliver life-changing news to a patient or shaping the debating skills of a future civic leader, our students must have the ability to recognize the context of those who will be on the receiving end.

One of the true joys of my role as president involves meeting with our alumni who participate in a broad cross-section of economic activities. If any one message resonates clearly from these encounters, it

is how often our graduates are called upon to communicate their ideas and knowledge.

Our chemists may go on to host their own segments on a popular network television show, our business grads may become spokespeople for multinational companies, our forestry students may need to wake the nation with their revelations of destructive environmental policies. What would appear to be an obvious product of a liberal arts education is ubiquitous in the spectrum it ought to cover. ■



## MBA students dominate in national competition

And U of A School of Business makes *Financial Times* list of top 100

By Ryan Smith



U of A business students proudly display the Queen's Cup.

The University of Alberta athletics program has won three national championships in the past year—now the School of Business is getting in on the act. The U of A outclassed 14 other Canadian business schools in winning the Queen's Cup—the MBA Games National Championship—in Halifax last weekend. It was the first time

in the event's 13-year history that a school west of Ontario has taken the trophy.

"This is entirely a student project," said Associate Dean of Business (MBA) Andre Plourde. "We made a small donation, but they otherwise did fund-raising for themselves. They prepared for the competition themselves and they went to

Halifax by themselves, and [the faculty is] just thrilled they've done so well and shown everyone in the country the strength of our students and our program."

Although the final results have not yet been tallied, the competition's organizers awarded the U of A the cup based on the early results, which showed the U of A in a commanding lead. The games consist of competitions in three fields: athletics, spirit and culture and academics.

"We did well across the board," said second-year MBA student and team member Michelle Witkowski. "Every one of our groups did excellent, and I think we really impressed a lot of people with how prepared and organized we were."

"Preparation and teamwork were definitely the differences this year," said second-year student Darcy Quantly, who was on the U of A's fourth-place finishing team last year.

"We were one of the smallest contingents there, but people kept asking us if

we were the biggest," said team co-captain Scott Bax of his team, which competed against schools that brought as many as 80 members. "People said that because our team was always together—whenever one of us was there, we were all there. I think that's why we won."

Aside from the prestige, the win earns the U of A the right to host the competition next January. "It's a serious competition, but one of the best things about it is having the opportunity to meet other MBA students across the country—this competition brings everyone together," Witkowski added.

The U of A School of Business also recently placed 95th in the *Financial Times* of London's annual ranking of the world's best business schools. "While 95th of 100 may not sound like cause for cheering, keep in mind that there are more than 1,500 MBA programs offered at schools world-wide," said Dean Mike Percy. He added the U of A tied for third among Canadian business schools. ■

## Printmaker holds Canada's only fine arts research chair

By Gilbert A. Bouchard

The appointment of Sean Caulfield as Canada Junior Research Chair of Printmaking is a coup for the whole country, said Dr. Jetske Sybesma, chair of the University of Alberta's Department of Art and Design.

"It's a boon for all of Canada and not just U of A printmaking," she noted, adding that Caulfield was the only fine arts research chair named for all of Canada as part of the federal government's \$900-million program to assist universities in attracting and retaining the best researchers.

Caulfield's appointment, Sybesma added, allowed the U of A to lure the 33-year-old artist back to Canada from Illinois State where he was an assistant professor. The printmaker originally earned a MFA in 1995 from the U of A where he won several international awards, including the 21st Century Grand Prix in Tokyo and second place in the Great Canadian Printmaking Competition.

To celebrate his appointment, the Fine Arts Building Gallery is hosting a showing of Caulfield's recent work: lyrical layered prints produced in the time he spent outside Canada. The show is currently on display until Feb. 4.

Sybesma said the successful application for the research chair was built upon the printmaking department's long history of excellence. "We focused on the quality of the printmaking section, the fact that it's been named a centre of excellence for two concurrent four-year terms, and we concentrated on what we are good at, underlining how we help to promote excellence in research, which is the goal of the program."

Sybesma explained there are two types of chairs: seven-year renewable chairs for experienced researchers acknowledged by peers as world leaders in the field, and "so-called junior chairs," one-time renewable five year chairs for researchers like Caulfield who are seen by their peers as having the potential to lead.

Being awarded a chair (one of 16 awarded to the university) meant making the cut twice, she said, first being named to the slate of candidates produced by the university's central administration, and then passing muster with the Canada Research Chair Committee, which adjudicated all the chairs nationally.

Citing his already impressive international credits, Sybesma said Caulfield's appointment is more than just a gain for

Edmonton's regional cultural scene. "He has a very strong track record for such a young artist and this fulfills the mandate of the program: to recruit and retain the best and most promising faculty."

For his part, Caulfield is proud to be joining the strong team already in place at the printmaking department, and he revels in future challenges.

"So much hard work has been invested over the years to create our department's international profile, and while I realize I'm going to have to take it in new directions, I can't say where that will be," he said. "I have to keep myself open to the possibility of change I guess."

Not only is Caulfield a welcome addition to an already powerful printmaking team, the research funds that come as part of the program will be applied towards three graduate student scholarships to further enhance the department's competitive edge. ■



One of Caulfield's prints, called "Double Formed Object."



## What's so "special" about human rights?

By Dr. Linda Trimble

When we talk about "special cases," "special needs" and "special rights," what exactly does "special" mean? According to one dictionary definition, it means "peculiar; specific; not general." Presumably, then, we are not discussing the hypothetical average citizen, the mythical "Ordinary Canadian." Two things about the possible meaning of the term "special," as it is employed here, concern me.

First, in the present ideological climate, discourses about "special interests" and "special needs" are invariably exclusionary and inequalitarian. Second, and following from the first point, I become concerned when claims for basic human rights are classified as claims for "special rights." Why are rights normative when they are applied to some groups and "special" when applied to others?

In the present neo-liberal and neo-conservative ideological context, the word special is a loaded one, imbued with particular meanings and assumptions. These contemporary meanings do not reflect the Canadian Oxford Dictionary's first listed definition of special—"particularly good." On the contrary, both neo-liberals and neo-conservatives conceptualize the special as "particularly bad."

For instance, the phrase "special interest group" is used in a derogatory fashion by neo-liberals to mean a self-interested minority that makes unrealistic demands on the state, demands which contravene popular understandings of the common good. So-called "special interests" are seen as opposing the claims of the "ordinary citizen," that is, the tax-paying, self-reliant, independent individual. The special claim, need, or interest is a drain on limited state resources, an impediment to a global free market, an excuse for avoiding individual responsibility.

Neo-conservatism also sees "special interests" as interests falling outside a par-

ticular moral frame. That is, special interests challenge what neo-conservatives consider to be "natural" social hierarchies like the traditional family, the class system and a Judeo-Christian moral order. In this context, "special interests" are the socially destructive and destabilizing claims of feminists, children's rights advocates, gays and lesbians, and so-called "secular humanists." Again, special is clearly not a good thing; special interests, for the neo-conservative, are the deviant, the morally suspect, the anti-authoritarian.

Consider the neo-liberal citizenship climate from the perspective of persons with disabilities. They confront the neo-liberal edict that the good enough citizen is self-reliant and asks for little or nothing from the state. However, to exercise their citizenship rights (freedom, mobility, equality) and duties (to vote, pay taxes, obey the law), persons with disabilities require the state to fulfill certain conditions. The state must provide the basis for basic personal autonomy, for mobility, for physical and economic security.

For example, accessibility of public and private spaces allows the physically disabled to exercise some measure of individual autonomy, to take part in public sphere activities (like employment) and to exercise democratic rights such as voting and participating in political gatherings. In this sense, citizenship (equality, liberty, a feeling of belonging or solidarity) is possible only when the state addresses differences, differences that affect the enjoyment of citizenship rights and the performance of citizen duties.

In an era of neo-liberal globalism, when the very idea of the state as a champion of citizenship rights is under challenge, and when state obligations to citizens are being eroded while citizen duties and responsibilities are emphasized, so-called "special cases" are left in the lurch.

And claims on the state designed to enhance citizenship rights are even more problematic when the rights themselves are defined as "special rights."

### WHEN ARE HUMAN RIGHTS SPECIAL?

This leads me to my second area of concern. Why is the conceptualization of basic human rights—rights citizens hold in common under the Charter of Rights and Freedoms—considered to be special when they are applied to certain groups? For instance, the democratic rights of persons with disabilities are regarded as special because, as I already noted, different measures are required to ensure they can exercise these rights. These measures include accessible polling stations, Braille ballots and mechanisms allowing patients in psychiatric institutions to vote. Special in this sense signals a special, or exceptional, responsibility on the part of the state.

But does it? If "special rights" means the state has to do something special so the right can be exercised, then all of us enjoy special rights all the time. Governments extend voting hours so people with nine-to-five jobs can visit the polling booth at their convenience. People who won't be in their riding at the time of the election have the right to an advance ballot. Many more "special measures" are taken by the state to ensure Canadians can exercise the right to vote.

Let's look at another basic right: the right to liberty. Bodily autonomy, freedom from physical harm, freedom of expression, mobility, economic independence, and other aspects of liberty are of necessity guaranteed by the state. Personal liberties are protected by elaborate state-funded criminal justice systems, police forces, and legal aid programs. Guarding the liberties of citizens is not an inexpensive proposition, and it always invokes the coercive powers and inva-

sive activities of the state. Yet we accept this role for the state in the interests of freedom; we do not see protection against bodily harm as a "special right."

So why are democratic rights and individual liberties for persons with disabilities considered special? Because citizens with disabilities are considered "special" in the sense of the dictionary definition; they are "peculiar; specific; not general"—they are "other." The able-bodied person provides the normative basis for comparison; the non-disabled are the general, the common, the average. The language of the "special case" or "special right" unmasks the falsely universal nature of liberal democratic citizenship. The right to liberty is the same right, regardless of whether it is applied to an able-bodied person or a person who mobilizes in a wheelchair. It's not a special right; it's not a different right; it's a basic human right.

Conceptualizing the right to individual freedom as a "special right" for persons with disabilities benefits the neo-liberal project of reducing the role and expenditures of the state. Similarly, viewing equal protection and benefit of the law as "special rights" for gays and lesbians consolidates the neo-conservative quest for a heterosexual, patriarchal moral order.

In sum, there is nothing neutral about the discourse of the "special" when it comes to human rights. The message is this: "be equal" (be like the normative white, male, heterosexual, able-bodied, privileged tax-paying citizen) or "be special," but be warned that if you are a "special case" your rights-based citizenship claims are fundamentally suspect. In my view, these "discourses of the special" are misleading, alienating, and profoundly discriminatory.

Dr. Trimble is a professor of political science and Canadian studies at the University of Alberta. ■

## Forestry donation to aid student recruitment

By Phoebe Dey

A \$250,000 investment by West Fraser Timber to the forestry management graduate program at the University of Alberta means competing for top-notch students won't be as difficult, says a chair in the faculty.

"Graduate recruiting is difficult in forestry because we often lose those people to agencies where they work after their undergraduate degree and where they start making money right away," said Dr. Vic Liefers, NSERC Weldwood/Weyerhaeuser Industrial Chair in Silviculture in Enhanced Forest Management. "This will make it easier to recruit, because now we can compete with other universities to get the best and brightest students."

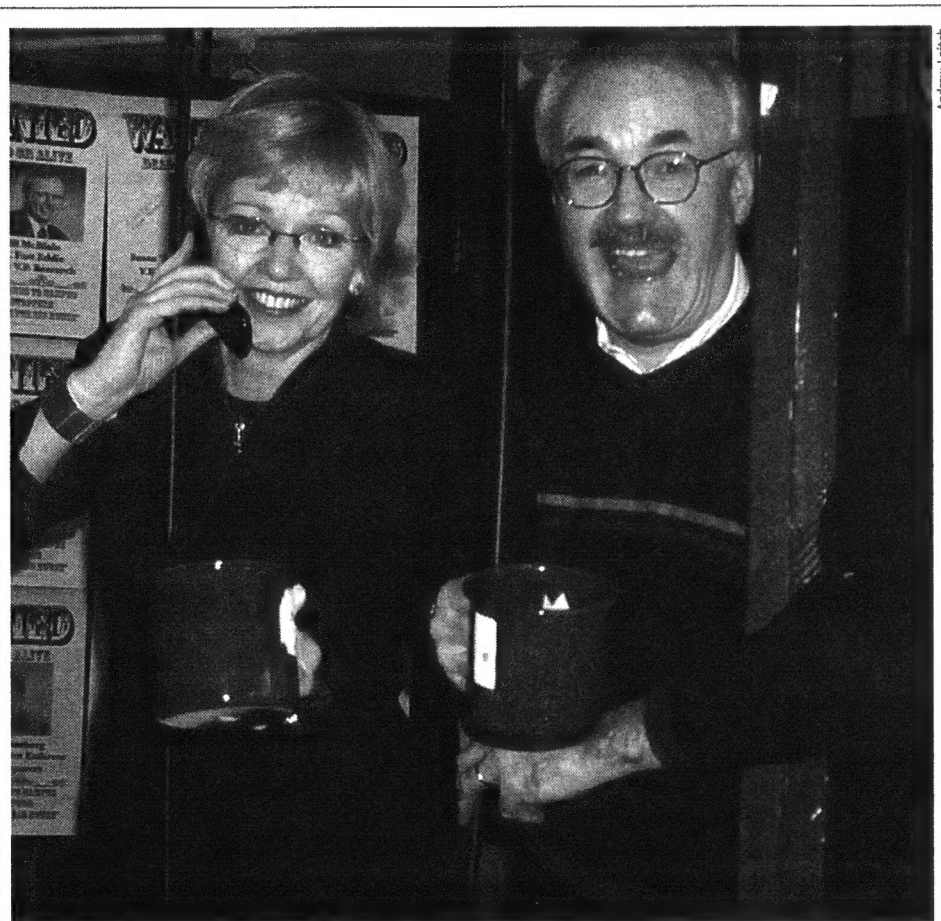
For each of the next five years, \$50,000 will be available to provide scholarships to graduate students whose research is relevant to Alberta's forest industry, principally in enhanced forest management, which includes areas such as growth and yield, genetics, silviculture, and forest protection and management. Enhanced forest management is a combination of intensive and ecological management practices to promote wood production and other values.

The Faculty of Agriculture, Forestry and Home Economics is thrilled with the donation, said Cynthia Strawson, recruitment and communications officer for the faculty. "Scholarships like this are critical for us to obtain our goals, which are not just to have more students but to have more excellent students," she said. "Awards like this do amazing things in attracting top-notch PhD and master's students who come to the U of A to do their research."

Murray Summers, chief forester for West Fraser Timber's Alberta operations, said he hopes the funding will allow researchers to apply their newly learned knowledge to the forest industry.

"This donation is indicative of West Fraser's interest in not only a financial investment in Alberta, but of wanting to see positive things done in our Alberta forests," said Summers. "We want to keep these people here in Alberta. As a major player in the Alberta forest industry, we don't want to lose them, and we hope these scholarships help do that."

There are currently more than 60 students studying forestry in the renewable resources department at the U of A. The first scholarships will be presented in 2001. ■



Susan Green, acting vice-president (external affairs) and Rod Ziegler, communications director for the Faculty of Business, appeal for donations to help bust them out of jail. About 30 university administrators were locked up Jan. 19 in the Students' Union Building and set free after they turned in more than \$5,000 for the Campus Crime Stoppers program.



# Five-year faculty renewal plan hits target

## Meet the scholars who joined our ranks in 2000

By Judy Goldsand

The University of Alberta faculty renewal plan, which started a hiring boom in 1996, has reached its target of 500 new faculty members by 2000. During the past year, 133 new faculty were hired as full-time, continuing academic staff members under the Faculty Agreement. Many others were appointed during the same period under a variety of employment arrangements.

The hiring drive of the past five years has succeeded in introducing about 553 new faculty members to the university. These newcomers will play a vital role in shaping our future in the 21<sup>st</sup> century.

"Our task now is to retain the very talented people we have, as nearly 35,000 university professors will retire in Canada over the next 10 years," says Fran Trehearne, associate vice-president (academic) and provost.

The following list indicates the name, department and main research/teaching interest of faculty members who joined our ranks between Jan. 1 and Dec. 31, 2000. On behalf of everyone on campus, we extend our warmest welcome to our new colleagues and wish them rewarding careers at the University of Alberta.



Louise Ladouceur, Faculté Saint-Jean

### AGRICULTURE, FORESTRY AND HOME ECONOMICS

#### Agricultural, Food and Nutritional Science

Gwen Allison,  
probiotics and food safety

Dean Spaner,  
plant breeding; including the improvement, genetics and agronomy of grain and vegetables

Wendy Wismer,  
sensory science: odor and taste perceptions in humans; post-harvest physiology: antioxidant systems in cold-stressed spinach and membrane stability in cold-stressed potato tubers

#### Renewable Resources

Philip Comeau,  
mixed wood silviculture: vegetation management, competition dynamics, applications in ecosystem management and evaluation of long-term benefits and costs

Lee Foote,  
wetland ecology and management: waterfowl habitat creation, disturbance and reclamation, wildlife habitat manipulation, sustainable use of boreal wildlife

Lesley Fuller,  
chair of environmentally sustainable agriculture soil-landscape variability, landscape-controls on soil and water quality, development of environmentally sustainable agricultural systems

#### Rural Economy

Ellen Goddard,  
Cooperative Chair in Agricultural Marketing and Business

Desmond Ng,  
agricultural business management, consumer economics and business strategy

### ARTS

#### Comparative Literature

Peter Swirski,

comparative and American literatures; popular fiction and culture; interdisciplinary studies

#### English

Karyn Ball,  
critical theory; interdisciplinary theories of interpretation; Holocaust studies

Brad Bucknell,  
literary theory; Irish literature; modernism; post-modernism; music and writing

John Considine,  
social and cultural history of the English language; literatures and cultures of the early modern British Isles

#### Economics

Pushan Dutt,  
international trade; economic development; political economy

Andrew Eckert,  
industrial organization; natural resource economics

Maxim Nikitine,  
macroeconomics; monetary economics; economics of transition

#### History and Classics

Steven Hijmans,  
Roman religion studied through archaeological sources

Guy Thompson,  
African history, particularly southern Africa

#### Language Resource Centre

Grace Wiebe, director,  
sub-syllabic unites; second language acquisition; psycholinguistics; phonology and orthography

#### Linguistics

David Beck,  
linguistic typology and American Aboriginal languages

Johanne Paradis,  
language acquisition in bilingual, second language and language-impaired children

#### Music

Jacques Després,  
piano soloist with orchestra; recitalist; collaborative artist

#### Philosophy

Robert Wilson,  
philosophy of mind; philosophy of biology

#### Political Science

Catherine Kellogg,  
political theory; feminist theory; the critical philosophical tradition

Susanne Soederberg,  
international political economy with special reference to the southern hemisphere

#### Psychology

Helene Fung,  
how goals change across adulthood, and how those changes affect communication and decision making

Kimberly Noels,  
language and communication processes with a focus on intercultural communication

#### Sociology

Kevin Haggerty,  
policing and risk; official criminal justice statistics; new surveillance technologies; implications of forensic DNA testing

Amy Kaler,  
social demography; how gender relations evolve over time and how they affect demographic events (e.g., the use of contraceptives)

George Pavlich,  
criminological theory; the sociology of law and social theory

### BUSINESS

#### Accounting and Management Information Systems

Florin Sabac,  
managerial accounting, e.g., the use of accounting information within organizations

#### Marketing, Business Economics and Law

Joseph Doucet,  
regulatory economics; energy economics; environmental economics

#### Finance and Management Science

Felipe Aguerrevere,  
research: real options, commodity contingent claims, asset pricing; teaching: risk management, derivative securities, investments

Nadia Massoud,  
microstructure of financial markets; strategic interac-

tion in financial markets, competition among banks; applied microeconomics; pricing financial assets

Stephane Chretien,  
finance/investments, with an emphasis on asset pricing, market efficiency, stock, bond and derivative markets, portfolio management and financial analysis

Tarja Joro,  
efficiency and productivity analysis; multi-criteria decision support; and quantitative finance

### EDUCATION

#### Educational Policy Studies

Ali Abdi,  
international development education and transcultural education in the developing world with a focus on Sub-Saharan Africa

#### Educational Psychology

Christina Rinaldi,  
role of constructive and destructive conflict resolution strategies in children with emotional behavioral difficulties; examination of the role of knowledge, performance, and self-perceptions

Rauno Parrila,  
reading ability: development, problems and remediation

#### Elementary Education

Anna Kirova-Petrova,  
researching culturally and linguistically diverse children's experiences of loneliness and isolation in school

#### Library and Information Studies

Lisa Given,  
the social construction of identity and/or knowledge and the implications for users of information resources; teaches research methods, indexing, electronic information retrieval, library instruction

#### Secondary Education

David Pimm,  
mathematics classroom discourse at all levels of education, particularly in relation to the use of mathematical symbols

### ENGINEERING

#### Chemical and Materials Engineering

Shijie Liu,  
transport phenomena; pulp and paper technology; reactor kinetics

Edward Meadows,  
modeling, control and optimization of chemical processes with applications in dynamic modeling of fuel cells

Uttandaraman Sundararaj,  
research: polymer blends, extrusion and composites; teaching: fluid mechanics, heat transfer; polymer properties

Tony Yeung,  
material properties of soft, micron-sized particles, with applications to oil sands processing and water-based paints; other emulsion-related issues



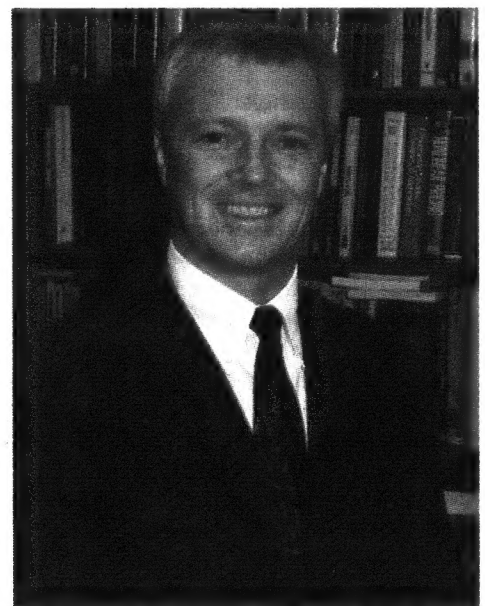
Tracy Ravid and Jonathan Dennis, Science

#### Civil and Environmental Engineering

Robert Driver,  
design and behavior of steel structures; emphasis on innovation and high performance materials

Ergun Kuru,  
oil and gas well drilling operations

Derek Martin,  
design of surface and underground excavations for the resource industries (mining, nuclear waste disposal, transportation corridors, power generation facilities)



Joseph Doucet, H&R Drilling Professor of Regulatory Economics

Hamid Soleymani,  
transportation engineering; pavement materials, design and analysis and pavement management systems

#### Electrical and Computer Engineering

James Miller,  
problems associated with the construction of software systems

Norman Beaulieu,  
digital wireless communications and communications theory

Ray DeCorby,  
devices for fiberoptic communications

Marek Reformat,  
software engineering; evolutionary computation in modeling; synthesis of systems

Giancarlo Succi,  
software engineering; the effects of integrating a product line policy inside a software development process

Quing Zhao,  
automatic control and monitoring of industrial processes and systems; signal/information processing

#### Mechanical Engineering

Brian Fleck,  
fluid dynamics, combustion and turbulence

Walied Moussa,  
quality assurance and health monitoring of materials in aerospace and automotive structures

Stanislav Karapetrovic,  
quality engineering and management

### EXTENSION

#### Communications and Technology

Marco Adria,  
social and organizational applications of information and communications technologies

#### Continuing Professional Development

Teresa Rose,  
understanding the dynamics of multi-party collaboration and the impact of collaborations on substantive changes in organizations and communities





Wendy Wismer, Agriculture, Forestry and Home Economics

FACULTÉ SAINT JEAN

Phyllis Dalley, minority language education with a focus on elaborating equity-building pedagogies

Donald Ipperciel, contemporary German philosophy; philosophical hermeneutics and political philosophy

Louise Ladouceur, theatre translation from one official language to the other in Canada

Pablo Martin de Holan, international & institutional entrepreneurship; knowledge management in organizations

LAW

Peter Carver, constitutional law, administrative law, immigration law and health law, with a particular interest in the intersection of law and rehabilitation medicine

Erin Nelson, health care law and ethics; women’s health; issues in reproductive health; feminist legal theory

MEDICINE

**Anesthesiology & Pain Medicine**  
Ban Chi-Ho Tsui, study and treatment of pain, utilizing a background in pharmacy, medicine and medical acupuncture

**Biochemistry**  
Andrew MacMillan, chemistry and biochemistry of nucleic acids with an emphasis on biologically important reactions involving RNA

Luis Schang, how viruses utilize cellular proteins that normally regulate cell-cycle progression (cell-division)

Leo Spyropoulos, proteins and protein complexes – structures, dynamics and interactions

**Family Medicine**  
Barry BJ Ellis, primarily a clinician with an interest in medical education

**Laboratory Medicine and Pathology**  
Alexander Easton, research focuses on the blood-brain barrier, a property of brain microvessels that restrict the passage of soluble substances into the brain

**Medical Genetics**  
Alicia Chan, research in metabolic disorders; also teach residents and graduate students

Bruce Rannala, mathematical and statistical problems in biology

Bart Hazes, structural aspects of disease-associated proteins using protein crystallography and informatics

**Internal Medicine**  
Anthony Broski, Nephrology and Immunology – clinical work and teaching

Richard Camicioli, Division of Neurology – teaching, research and clinical responsibilities

Bibiana Cujec, Division of Cardiology; the heart function clinic and telemedicine

Ronald Damant, primarily clinical responsibilities and teaching

Wendy Johnston, Division of Neurology, clinical responsibilities and teaching

Rshmi Khurana, cross-appointment with Obstetrics and Gynaecology; particularly interested in medical complications of O&G patients; also clinical teaching

Paige Lacy, Division of Pulmonary Medicine; studies regulatory proteins in relation to the prevention of asthmatic inflammation

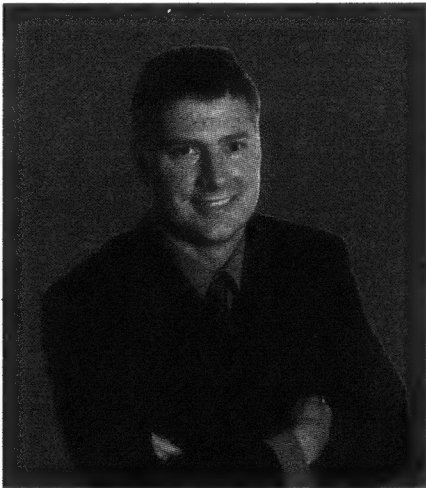
Mary Lou Myles, primarily clinical teaching; interested in neurology, EMG, stroke and multiple sclerosis

Harissios Vliagoftis, current trends in asthma therapy

Robert Welsh, Division of Cardiology; primarily clinical responsibilities and teaching

**Oncology**  
Michael Hendzel, how chromatin and regulatory molecules are compartmentalized within the cell nucleus

Peter Lawlor, delirium, symptom assessment, and opioid pharmacology in palliative care



Michael Mahon, dean, Physical Education and Recreation

Doreen Oneschuk, palliative care medicine

**Pediatrics**  
William Craig, resident training; undergraduate education; pediatric emergency

Nancy Dower, clinical teaching of residents; undergraduate teaching; research related to pediatric hematology

Lisa Evered, clinical responsibilities; resident training; undergraduate teaching; interested in pediatric emergency medicine and intensive care

Richard Lehner, study of lipids and lipoproteins

Per Lidman, primarily clinical responsibilities; residency training; undergraduate teaching; interested in pediatric emergency care

Carina Majaesic, primarily clinical responsibilities; resident training; undergraduate teaching; research

Donald McConnell, primarily clinical responsibilities as an emergency room pediatrician; some research and teaching

Lois Sim, primarily clinical responsibilities; undergraduate teaching; research

**Pharmacology**  
Peter Light, research and teaching focused on ischemic heart disease

**Physiology**  
Xing-Zhen Chen, functions of polycystins and their mutants

**Psychiatry**  
Kathryn Todd, mechanisms of neuronal cell death and identification of neuroprotective and/or rescue compounds

**Public Health Sciences**  
Linda Carroll, psychosocial aspects of health and recovery from injury; patient-centred health outcomes

David Cassidy, determinants of recovery after road traffic injury, including biological and psychosocial factors

Nicola Cherry, intervention and its evaluation; molecular markers; effects of chemicals on the nervous and reproductive systems

Ambikaipakan Senthilselvan, analysis of survival and longitudinal data; non-parametric methods; epidemiology of respiratory diseases

Laura Shanner, health ethics, with a special interest in reproduction and genetics

**Surgery**  
Keith Aronyk, special interest in pediatric neurosurgery

David Bigam, primarily clinical responsibilities; some undergraduate and postgraduate teaching; the transplant fellowship program

Timothy Winton, director, Division of Thoracic Surgery; also CHA regional section head for thoracic surgical services

NATIVE STUDIES

Chris Andersen, how aboriginal identities get formalized in the courts; how tradition gets incorporated into law

NURSING

Genevieve Gray, dean; leadership, professional development of nurses, organizational management, access and equity, higher education management

Judy Mill, public health and international nursing; exploring the broad factors that influence health generally and vulnerability to infectious diseases

PHARMACY & PHARMACEUTICAL SCIENCES

Raimar Loebenberg, drug delivery; biopharmaceutics; industrial pharmacy and compounding

PHYSICAL EDUCATION AND RECREATION

Michael Mahon, dean; disability studies and quality of life

REHABILITATION MEDICINE

**Speech Pathology and Audiology**  
Jana Rieger, joint appointment with the Craniofacial Osseointegration and Maxillofacial Prosthetic Rehabilitation Unit; research related to COMPRU; also interested in the effects of automatic speech recognition on the vocal system

Peter Carver, (cross appointment with Law; the study of disability and ethics)

SCIENCE

**Biological Sciences**  
Declan Ali, developmental neurobiology and neurophysiology; the formation of sites of contact between nerve cells during development of the nervous system

Jonathan Dennis, bacterial genetics, physiology, and pathogenesis

Tracy Raivio, bacterial stress responses and their role in pathogenesis

Michael Caldwell, cross appointment with Earth and Atmospheric Sciences; the palaeontology, evolution and interrela-

tionships of reptiles, specifically of marine reptiles, lizards, and snakes

**Chemistry**  
Joel Haber, developing inorganic materials and devices for use in solar energy production, aerospace applications and semiconductor and information technologies

Roderick Wasylishen, molecular structure and dynamics - nuclear magnetic resonance (NMR) studies of solid materials

**Computing Science**  
Jose Nelson Amaral, compiler design; development of new high-performance computing systems that explore application level parallelism

Martin Jagersand, robotics, vision, computer animation, computational vision

Dekang Lin, use of computers to analyze, process and extract information from natural language (e.g., English) texts

Martin Müller, search methods that are able to use complex information

Davood Rafiei, database systems, data management issues on the Web, similarity-based querying and indexing

**Earth and Atmospheric Sciences**  
John Waldron, use deformed sedimentary rocks to investigate the origin and structure of mountain belts

Alan Woodland, mineralogy and the properties of minerals at high pressures and temperatures, particularly iron-bearing minerals

**Mathematical Sciences**  
Bin Han, wavelets

Michael Li, nonlinear dynamical systems and differential equations; mathematical biology and epidemiology

Ivan Mizera statistics and probability - theory, robustness, nonparametrics

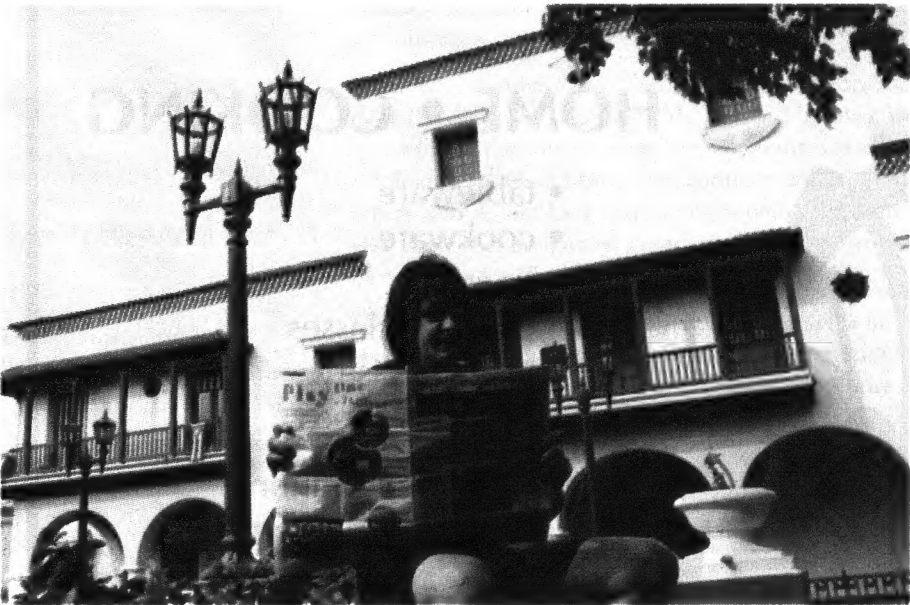
**Physics**  
Andrzej Czarnecki, the theory of elementary particles (basic building blocks of matter) and their interactions

Richard Marchand, theory and computer modeling of plasmas; computer modeling of the solar wind and the Earth’s magnetosphere; teaches classical electrodynamics

Martyn Unsworth, geophysics - using low frequency radio waves to study plate tectonics; projects include studies of the Tibetan Plateau, the San Andreas Fault and southern British Columbia

**Psychology**  
Fred Colbourne, behavioral neuroscience, neuropsychology, neurodegenerative disease

# Folio on vacation...



Geoff McMaster is in?

Any idea where Geoff McMaster, acting editor of Folio, took his Folio when he went on vacation recently? Fill out this form and forward to 405 Athabasca Hall by Feb. 6. One name will be drawn from all the correct entries for a prize giveaway.

My guess for the correct city/location is: \_\_\_\_\_

Name: \_\_\_\_\_

Dept./Affiliation: \_\_\_\_\_

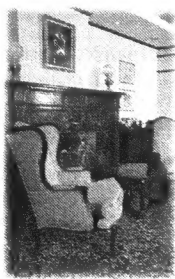
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E-mail: \_\_\_\_\_



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# EFF - University Teaching Research Fund — Application Deadline

The deadline for receipt of applications to the EFF - University Teaching Research Fund is Feb. 15.

This fund was established to encourage and support research on teaching-learning. The primary purpose of this fund is to enhance the level and quality of teaching research and curricula development in the university. Funding priorities include research projects which have the potential of contributing to the increased effectiveness of university teaching, learning, and curricula development.

Application forms are available from the Office of the Associate Vice-President (Academic), 3-12 University Hall; phone: 1503.

# talks

Submit talks and events to Cora Doucette by 9 a.m. one week prior to publication. Fax 492-2997 or e-mail at cora.doucette@ualberta.ca.

## DEPARTMENT OF AGRICULTURAL, FOOD AND NUTRITIONAL SCIENCE AND DEPARTMENT OF MEDICINE

January 31, 11:00 am to 12:00 pm

Dr. Linda Wykes, McGill University, "Nutrition Matters: Insight into Amino Acid Metabolism Using Stable Isotope." Classroom D (2F1.04) Walter Mackenzie Centre.

## DEPARTMENTS OF BIOCHEMISTRY, CELL BIOLOGY, MEDICINE, PEDIATRICS

January 31, 3:00 pm

Dr. Norman Wong, Department of Medicine, Biochemistry and Molecular Biology, University of Calgary, "Regulation of Apolipoprotein A1 Gene Expression." Sponsored by the Alberta Heritage Foundation for Medical Research and Bayer Inc. Room 207 Heritage Medical Research Centre.

February 9, 10:00 am

Annette Henneberry, Department of Biochemistry and Molecular Biology, Dalhousie University, "Phosphatidylcholine Biosynthesis and its Role in Vesicle Trafficking." Hosted by Dr. Dennis Vance and the CIHR Group on Molecular and Cell Biology of Lipids. Room 352 Heritage Medical Research Centre.

## DEPARTMENT OF BIOLOGICAL SCIENCES

January 26, 12:00 noon

Scott Nielson, "The ecology and restoration of North American Midwest Savannas." Room M-149, Biological Sciences Building.

January 26, 4:00 pm

Victor Tron, "Effects of UV on the skin. The role of p53 dependent proteins." Room M-149, Biological Sciences Building.

January 31, 12:00 noon

Susan Dunn, "GABA-A receptors and other channels: Some new twists on their mechanism." Room M-141, Biological Sciences Building.

February 2, 12:00 noon

Erin Bayne, "Comparing the effects of forest fragmentation by agriculture and forestry on the demography of Ovenbirds in central Saskatchewan." Room M-149, Biological Sciences Building.

February 2, 2:30 pm

Ken Lukowiak, "Forgetting is really a form of learning: Gaining an understanding at the neuronal level where and how forgetting occurs." Room CMP B2, Computing Sciences Building.

February 2, 4:00 pm

George Haughn, "Differentiation of the Arabidopsis seedcoat: life after death?" Room M-149 Biological Sciences Building. Co-sponsor: Plant Biology Seminar Series (Botany 600).

February 2, 4:00 pm

George Haughn, "Differentiation of the Arabidopsis seedcoat: life after death?" Room M-149 Biological Sciences Building. Co-sponsor: Molecular Biology and Genetics Research Group (part of the Genetics 605 seminar series).

February 7, 12:00 noon

Brian Weiss, "Purification and characterization of a 'male factor' from the gonad of the tick, Amblyomma hebraeum." Room M-141, Biological Sciences Building.

## DEPARTMENT OF FINANCE AND MANAGEMENT SCIENCE, SCHOOL OF BUSINESS

January 26, 3:30 pm

Mara Faccio, Catholic University of Milan (finance recruit), "Debt and Corporate Governance." Room 4-16 Business Building.

February 5, 3:00 pm

Burak Kazaz, Purdue University (management science recruit), "Global Production Planning Under Exchange-Rate Uncertainty." Room 4-16 Business Building.

## CENTRE FOR RESEARCH ON LITERACY

February 2, 3:00 pm

Phyllis Schneider, "Children's Oral Narrative Skills." Room 651a Education South.

## DEPARTMENT OF ENGLISH

February 1, 3:30 pm

Professor Donna Palmateer Pennee from the University of Guelph, "Cultural Nationalism in the Context of Globalization." L-4 Humanities Centre.

January 29, 2:00 pm

Poetry Reading by Shane Rhodes, in Room 4-29 Humanities Centre.

February 7, 3:30 to 5:00 pm

Keywords Series: Panel two - "Evidence" - presentation and discussion led by Gary Kelly (English), Wayne Renke (Law), Teresa Zackodnik (English). Room L-3 Humanities Centre.

## ENVIRONMENTAL RESEARCH AND STUDIES CENTRE

January 31, 4:30 pm

Dr. Bill Rees, University of British Columbia, "Coming to Consciousness: Confronting Failed Economics, Ecological Reality, and Eco-Injust in a Growth-Addicted World." Alumni Room, Students' Union Building.

February 1, 4:30 pm

Dr. Richard Thomas, "Alberta's foothills: If you're not outraged, you're not paying attention." Alumni Room, Students' Union Building.

February 8, 4:30 pm

Dr. Eric Higgs, "Does History Matter? The Challenge of Ecological Restoration in Jasper National Park." Alumni Room, Students' Union Building.

## HEALTH LAW INSTITUTE

January 31, 7:30 pm

Dr. Michael McDonald, University of British Columbia, "Canadian Governance of Health Research Involving Human Subjects: Is Anybody Minding the Store?" Room 231/237 Law Centre.

## HISTORY AND CLASSICS

January 31, 3:30 pm

Faith Wallis, McGill University, "The Birth of Academic Medicine: Science and Practice in 12th Century Commentaries on the Articella." Co-sponsored by the Faculty of Medicine with support from the Faculty of Arts. Room 2-5 Business Building.

February 1, 12:30 pm

Faith Wallis, McGill University, "Paradigm Lost: What the History of 'Western Traditional Medicine' Can Teach us about Modern 'Alternative Medicine.'" Co-sponsored by the Faculty of Medicine with support from the Faculty of Arts. Classroom D (2F1.04) Walter Mackenzie Centre.

February 7, 12:00 noon

Brad Wuetherick, MA student in British medieval history. HCGSA lunchtime colloquium. Title TBA. Room 2-58 Tory Building.

## DEPARTMENT OF PHILOSOPHY

January 26, 3:30 pm

Adam Krims, "Musical Subjects, Urban Geography, and Classical Recordings." Room 4-29 Humanities Centre.

February 2, 3:30 pm

Bruce Janz, Augustana University College, "Where Is Africa: Philosophy As If Place Mattered." Room 4-29 Humanities Centre.

## DEPARTMENT OF PHYSICS

January 26, 3:15 pm

Dr. Gino Fallone, "Image-guided Adaptive Radiotherapy (IGAR) at the Cross Cancer Institute." Room V-129 Physics Building.

January 31, 3:15 pm

E. Traberr, "A Bit on EBIT." Room V-129 Physics Building.

February 2, 3:00 pm

Dr. J. Mitrovica, Chieftain International Inv. Visiting Speaker for 2001, "Taking the Fingerprints of Global Sea Level Rise." Room 3-36 Tory Building.

February 1, 3:00 pm

Dr. J. Mitrovica, "Mantle Convection and the Dynamic Topography of Continents." Room P631 Physics Building.

## PUBLIC HEALTH SCIENCES, HEALTH POLICY AND MANAGEMENT

January 31, 12:00 noon

Dr. Phil Jacobs, "The Development of a National List of Provincial Health Costs for Canada." Classroom D (2F1.04) Walter Mackenzie Centre.

## DEPARTMENT OF RENEWABLE RESOURCES

February 1, 12:30 to 1:50 pm

Dr. Marcus Lindner, "Forestry and climate change: application of simulation models to investigate mitigation and adaptation potentials in forest management." Room 2-36 Earth Sciences Building.

February 8, 12:30 to 1:50 pm

Mr. Jeff Thurston, "Visualization/GIS: Concepts, issues and potentials." Room 2-36 Earth Sciences Building.

## DEPARTMENT OF SOCIOLOGY

February 1, 3:30 pm

George Pavlich, "Restorative Justice and the Enforced Community." Room 10-4 Tory Building.

## UNIVERSITY TEACHING SERVICES

January 30, 4:15 to 6:15 pm

Colin Geissler, "WebCT I: Introduction to WebCT." Technology Training Centre, Cameron Library.

January 31, 12:05 to 1:00 pm

Dr. Anne Naeth, "Encouraging Discussions in the Classroom." Room 219 Central Academic Building.

February 1, 3:00 to 4:30 pm

Dr. Anil Walji, "Anatomy of a New Curriculum - Strategies for Innovation." Room 281 Central Academic Building.

February 6, 4:15 to 6:15 pm

Greg Cole, "Managing Student Marks with MS Excel I (Introductory)." Technology Training Centre, Cameron Library.

February 7, 3:00 to 4:30 pm

Dr. Anil Walji, "The Art of Writing Creative Learning Objectives." Room 281 Central Academic Building.

February 8, 12:05 to 1:00 pm

Dr. Peter Robertson, "Commercializing Your Ideas." Room 219 Central Academic Building.

Dr. Jonathan Lakey, assistant professor of surgery, will present a popular lecture entitled "Evolution to Clinical Islet Transplant Trials" at 8 p.m., Wednesday, Jan. 31. The lecture will be a general discussion on the development of the new, quite successful method for transplanting pancreatic islet cells as a cure for diabetes, the so-called "Edmonton Protocol." Dr. Lakey's lecture will be preceded by a wine and cheese reception at 7:30 p.m. in Room 3-33 in the new Athabasca Hall Annex behind Athabasca Hall. There is elevator accessibility to the third floor. This lecture is sponsored by the Scientific Society of America, Sigma Xi.

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# Implementing *Opening Doors*: A Plan for Employment Equity at the University of Alberta

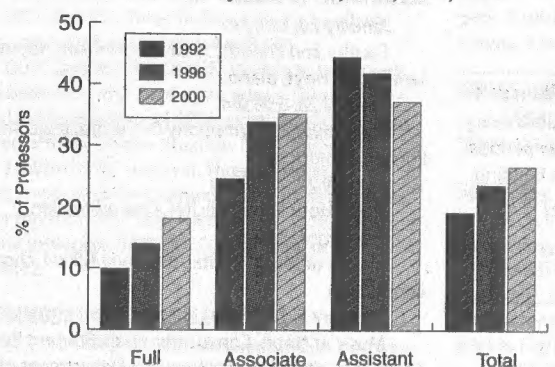
## Representation of Equity Seeking Groups in the University of Alberta's Workforce

### Professors by Rank and Gender

Gradual, steady gains have been made in the representation of women faculty at the University of Alberta.

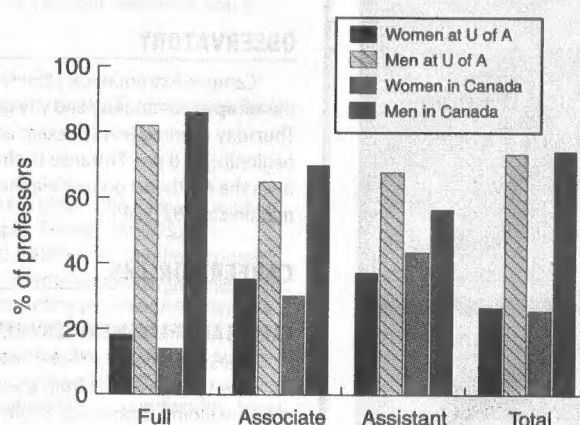
Graph 1

Full-Time Continuing Women Professors by Rank University of Alberta, 1992, 1996, 2000



Graph 2

Full-Time Continuing University Professors by Rank and Gender University of Alberta 2000 and Canada 1998



	Full	Assoc.	Assist.	Total
1992	88 (9.9)	103 (24.6)	106 (44.4)	297 (19.2)
1996	107 (14.0)	131 (33.9)	74 (41.8)	314 (23.6)
2000	137 (18.1)	133 (35.2)	109 (37.2)	379 (26.6)

Numbers in brackets are percentages of all Full, Associate and Assistant professors

Source: HRIS, University of Alberta

These figures are for hard tenure, full-time academic staff. Breakdowns by Faculty are available from the Office of Human Rights.

The University of Alberta figures for gender representation are based on the Human Resources Information System (HRIS) and are complete, representing all professors. The limitations inherent in the employment equity database do not apply.

Source: Statistics Canada. Postsecondary Education Section. Unpublished data. Non-medical/dental faculty only. As reported in CAUT Bulletin, 2000 Status of Women Supplement (April 2000)

The proportion of women faculty at the University of Alberta in 2000 exceeds the national levels at the ranks of full and associate professor in 1998. The national proportion of women faculty at the assistant level exceeds that of the University of Alberta.

The total representations are:

- at University of Alberta – Women – 26.6%; Men – 73.4%
- in Canada – Women – 25.7%; Men – 74.3%

## Some Equity Initiatives Aimed at Increasing the Participation of Equity Seeking Groups

Congratulations to successful applicants who are working to increase the participation of equity seeking groups at the University of Alberta. Recent projects which received Employment Equity Discretionary Fund seed grants to further employment and educational equity goals included support for:

- **Faculty Equity Committee of Agriculture, Forestry and Home Economics** to develop a survey to understand employment equity and workplace climate issues in their Faculty.
- **Native Student Services** to host an Elders Council to assist in the development of a cultural support program for Aboriginal people and the wider campus community.
- **Aboriginal Law Student's Association** Aboriginal Awareness Week project to raise the level of awareness of Aboriginal issues at the University of Alberta and the Faculty of Law.
- **Office of the Vice-President (Academic) & Provost** for development of a "Guide to Recruitment and Retention Policies and Procedures for Academic Appointments" and "B R I E F-the Sequel" (a workshop providing practical information and guidance in the recruitment of staff).
- **Faculties of Law & Rehabilitation Medicine** for their project, *Perspectives on Disability*, an educational equity initiative.
- **Specialized Support & Disability Services** for research, development and production of publications to create an inclusive community for staff with disabilities.
- **School of Business Aboriginal Careers Initiative** whose goal is to increase the number of Aboriginal people graduating from the Bachelor of Commerce Program.

*Opening Doors* provides for a discretionary fund to support the implementation of equity initiatives on campus. Competitions for seed money are held twice a year. The deadline for the next competition is **May 31, 2001**.

Table 1  
Changes in Designated Groups in the University of Alberta's Workforce  
(December 31, 1993 and December 31, 1999)

	December 1993	December 1999	+/-
Women	1,918 (49.1%)	1,724 (51%)	-194
Men	1,986 (50.9%)	1,656 (49%)	-330
Total	3,904 (100%)	3,380 (100%)	-524
Aboriginal People	44 (1.1%)	33 (1%)	-11
Persons with Disabilities	125 (3.2%)	84 (2.2%)	-41
Members of Visible Minorities	474 (12.1%)	337 (10%)	-137
Total Respondents	3,904	3,380	-524

Based on full-time and part-time continuing academic and non-academic staff (operating) who have responded to the voluntary self-reporting employment equity census.

Response rates: 1993 - 82.3% (3904/4745) 1999 - 86.6% (3380/3904)

Canadian workforce population

Women:  
1991 - 45.9%  
1996 - 46.4%

Aboriginal People:  
1991 - 3.0%  
1996 - 2.1%

Persons with Disabilities:  
1991 - 6.5%  
(Statistics Canada did not collect this data in the 1996 census)

Members of Visible Minorities:  
1991 - 9.1%  
1996 - 10.3%

(Statistics Canada)

### Overall changes in designated group representation:

- the overall representation of women has increased slightly (49.1% [1918] in 1993; 51% [1724] in 1999).
- there has been a decrease in the overall representation of:
  - Aboriginal people (1.1% [44] in 1993; 1% [33] in 1999).
  - persons with disabilities (3.2% [125] in 1993; 2.2% [84] in 1999).
  - members of visible minorities (12.1% [474] in 1993; 10% [337] in 1999).

Breakdowns of this data by Faculty or unit and occupational group are available from the Office of Human Rights.

## Limitations of the Data

The figures presented in Table 1 are from the employment equity database (Office of Human Rights-OHR). The database includes only continuing full-time and part-time employees paid out of operating funds. OHR has been collecting this data since 1991. Since that time the database has been continuously updated by sending self-identification questionnaires to new employees.

There is a consistently high return rate of the questionnaire (86.6% as of December 31, 1999). However, we do not yet have the ability to capture representation of trust employees, sessional instructors, contract employees and others who do not have continuing appointments. It is very likely that designated group representation would increase if we were able to count these employees.

We do not know the characteristics of the 13.4% of employees who chose not to respond to the questionnaire. With Aboriginal people and persons with disabilities in particular, failure of even one or two employees to self-identify has a significant impact on the proportional representation. Anecdotal evidence indicates that there are more Aboriginal people and persons with disabilities employed at the University than are recorded on the database.

Being disabled is not necessarily a fixed attribute. With conditions characterized by gradual deterioration or unpredictable loss and return of function, a person may declare as disabled at one time but not another time. There are both visible and invisible disabilities. Self-identification is based on whether the employee considers herself/himself to have a disability that may disadvantage her/him in employment. These factors make it difficult to collect reliable data related to persons with disabilities.

For additional information, please contact:

Cathy Anne Pachnowski, Senior Advisor, Employment Equity, Office of Human Rights  
289 CAB • Extension 3020 • cathyanne.pachnowski@ualberta.ca • www.ualberta.ca/~hurights



## Kaplan winners

The Office of the Vice-President (Research) takes pleasure in announcing the 2001 Laureates of the J. Gordin Kaplan Award for Excellence in Research: Dr. D. Jean Clandinin, professor of education, Department of Elementary Education in the Faculty of Education and Dr. Richard B. Stein, professor of physiology and neuroscience, Department of Physiology in the Faculty of Medicine and Dentistry. The awards ceremony will be held on Monday, March 5, 2001 at 4 p.m. in the Timms Centre for the Arts. A reception will follow. Please watch *Folio* in February for features on these two outstanding researchers.

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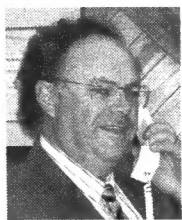
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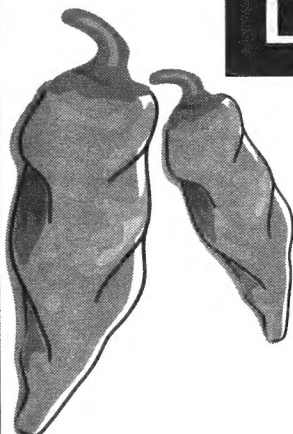


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# events

## EXHIBITION

### "CAULFIELD: RECENT WORK"

January 23 to February 4

Sean Caulfield, Canada Junior Research Chair in Printmaking. 1-1 Fine Arts Building.

### UNIVERSITY EXTENSION CENTRE GALLERY

January 6 to February 15, 2001

Annual show of students work. Gallery hours are from 8:30 am to 8:00 pm Monday to Thursday, 8:30 am to 4:30 pm Friday, and 9:00 am to 12:00 noon Saturday. Second floor, University Extension Centre, 8303 - 112 Street. Information: 492-3034.

### MCMULLEN GALLERY, UNIVERSITY OF ALBERTA HOSPITAL

December 2, 2000 to January 28, 2001

Collected Vision. This exhibition celebrates the Alberta Craft Council's 20th anniversary. It also presents a year-by-year sample of fine craft purchased from Council members, by the Alberta Foundation for the Arts. Hours: Monday to Friday, 10 am to 8 pm, Saturday and Sunday, 1 pm to 8 pm. 8440 - 112 Street, Edmonton. Phone: 407-7152.

## OBSERVATORY

Campus Astronomical Observatory is open to the campus community and the general public every Thursday evening (except exam and holiday periods) beginning at 8 pm. Entrance to the Physics Building is via the northeast door or via the V-wing. For information call 492-5286.

## CAREER FORUMS

### CAREER AND PLACEMENT SERVICES

Weeks of January 29th and February 5th

Meet professionals from a wide variety of study areas including Economics, English and Comparative Literature, Human Resources, Psychology, Sociology, and Anthropology. For more information check out the CaPS website at [www.ualberta.ca/caps](http://www.ualberta.ca/caps), or call Amber at 492-4291.

## INFORMATION EVENING

### CHILD STUDY CENTRE

February 7, 2001, 7:00 pm.

Openings available in Grades 1, 2, 3 for September 2001. Information evening takes place in 129

Education South. For more information, contact Marilyn Hawirko, 492-2811; email [mhawirko@ualberta.ca](mailto:mhawirko@ualberta.ca)

## INTERNATIONAL WEEK

### FORUM ON CORPORATE SOCIAL RESPONSIBILITY

January 29, 8:45 am to 5:15 pm

Various speakers from the private sector, government and First Nations. TELUS Centre.

### INTERNATIONAL WEEK KEYNOTE ADDRESS BY STEPHEN LEWIS

January 29, 12:00 to 1:30 pm

Topic: "Global Citizens: Making Globalization Work." Myer Horowitz Theatre, Students' Union Building. Welcome by Dr. Rod Fraser, President, University of Alberta.

For more information about International Week, please contact Salima Bandali, 492-1139.

## MUSIC

### DEPARTMENT OF MUSIC

January 26, 8:00 pm

Faculty and Friends, Judith Richardson, soprano, Janet Scott Hoyt, piano.

January 28, 8:00 pm

The University Symphony Orchestra, Malcolm Forsyth, Conductor

January 29, 12:00 pm

Noon-Hour Organ Recital. Free admission.

February 4, 8:00 pm

Master of Music Recital, Kimberly Nikkel, choral conducting.

February 5, 12:10 pm

Music at Noon, Convocation Hall, Student Recital Series featuring students from the Department of Music. Free admission.

February 9, 8:00 pm

Faculty and Friends. Duo Majoya. Marnie Giesbrecht, piano. Joachim Segger, piano.

Unless otherwise indicated: Admission \$5/student/senior, \$10/adult. Convocation Hall, Arts Building. To confirm concert information, please call 492-0601.

### PHILOSOPHERS' CAFÉ

February 3, 2:00 to 3:30 pm

"Do We Mean What We Say? - some talk about language." Guest Scholar: Bernard Linsky, Chair of Philosophy. Nina's Restaurant, 10139 - 124 Street.



University of Alberta  
Senate

## Emil Skarin Fund

Request for Applications

Applications to the U of A Senate's **Emil Skarin Fund** are now being accepted. Those seeking financial support for a 2001 project(s) are invited to apply. Up to \$15,000 will be dispersed in March of 2001.

Qualifying projects must:

1. be of value to both the public and the University of Alberta;
2. be consistent with the general aims and purposes of the University;
3. not normally be funded by the University;
4. originate from within Alberta.

Preference will be given to projects that emphasize the humanities and the arts. Applications, which must be received in complete form by **12 March**, are available from:

The Senate

University of Alberta  
150 Assiniboia Hall  
Edmonton, AB T6G 2E7

Phone: 492-2268

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E-mail: [senate.office@ualberta.ca](mailto:senate.office@ualberta.ca)

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**EMERITUS PROFESSOR** RESIDENT in England, visiting Edmonton August 2001. Wishes rent house for one month, preferably near University. Four bedrooms desirable. Will look after plants, cats, etc. [npage4@compuserve.com](mailto:npage4@compuserve.com)

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# notices

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## AWA GRADUATE STUDENT AWARD

The Academic Women's Association invites applications from full- and part-time graduate students for its annual Graduate Student Award. This award, valued at \$500, will be made on the basis of scholarly achievement to a student enrolled at the University of Alberta in a graduate diploma, master's, or doctoral program. Preference will be given to those whose research, scholarship, and/or community involvement contribute to the advancement of women. Examples include advancing the role of women in academia or increasing information about and improving understanding of women's status, women's achievements, or the problems which women face.

Further information and application forms are available from the AWA Web site <[www.ualberta.ca/~uts/pages/AWAindex.htm](http://www.ualberta.ca/~uts/pages/AWAindex.htm)> or from AWA (c/o Bente Roed, 215 Central Academic Building. Phone: 492-2826).

Applicants should submit to the same office, by noon on March 1, the application form, description of research (limit: 400 words), statement of why you believe you should receive the award (limit: 250 words), official transcripts and two letters of reference.

## GRADUATE SCHOLARSHIP

The Canadian Federation of University Women Edmonton is seeking applications for the 2001 Margaret Brine Scholarship for Women worth \$1000 to \$2000 in value. Applications are available at: Room 105 Administration Building, Faculty of Graduate Studies, University of Alberta, or they may be downloaded from: <http://www.freenet.edmonton.ab.ca/cfuw> (click on Academic Awards Fund, then Scholarship program and finally on CFUW Edmonton Scholarship Application Form). Application deadline: March 17, 2001.

## CHAIR REVIEW COMMITTEE: FACULTY OF ARTS

Dr Dallas Cullen's first term as chair of the Women's Studies Program will end on June 30, 2001, and in accordance with university regulations a review committee has been established. Dr Cullen has indicated that she intends to seek a second term in office.

An open "public forum" with Dr Cullen has been scheduled for Friday, February 9 at 1:00 PM in 5-20 Humanities Building, at which Dr Cullen will discuss her vision of the Women's Studies Program.

The Review Committee invites comments from members of the University community on the state of the Women's Studies program under the leadership of the current Chair. Comments should be addressed to Kenneth Norrie, Dean of Arts, 6-33 Humanities, and reach the dean's office by Feb. 21.

# appointments

Dr. Larry Beauchamp, dean of the Faculty of Education, and Dr. Ian Morrison, dean of the Faculty of Agriculture, Forestry and Home Economics have both been re-appointed for second five-year terms effective July 1, 2001. The appointments were approved at the Jan. 12 meeting of the Board of Governors.

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Do we mean what we say?  
– some talk about language

Guest Scholar: **Bernard Linsky**  
Chair of Philosophy

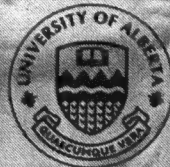
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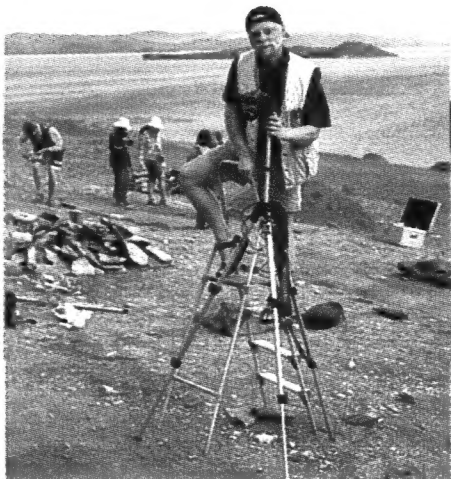
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# Sifting in Siberia

**Archeologists examine grave sites to piece together a culture thousands of years old**



Dr. Andrzej Weber: "It's similar to a crime scene."

By Phoebe Dey

Calling Dr. Andrzej Weber an archaeological detective wouldn't be far off. When the anthropology professor isn't teaching at the University of Alberta, you might find him digging for clues in Siberia, specifically the region around Lake Baikal.

Weber is researching hunter-gatherer cultures in Siberia and will use a \$2.5-million grant he recently received from the federal Social Sciences and Humanities Research Council to help compile a database of information on about 400 people found buried in the area. He has formed a multi-disciplinary team of about 20 scholars from six different fields, ranging from archeology to molecular biology. The end result will resemble a modern-day census that people all over the world will have access to, said Weber.

"We will look at things like approximate age, genetic characteristic, chemical characteristics, architectural characteristics of the graves and goods found in the graves," he said. "It is similar to a crime scene, and although we're looking at different clues, the goal is pretty much the same. We want to know what happened, who these people were, how did they get there? We want to find out the chain of events that led them to where they died."

Weber was first attracted to the Lake Baikal region 10 years ago, when the in-

ternational political climate was changing. The Berlin Wall came down and the Soviet Regime was crumbling, and Weber used those events to his advantage. "I was one of the first to capitalize on these new opportunities," he said.

"Scholars recommended the Lake Baikal area because it had a lot of archeological research that was showing potential to be relevant from a North American aspect. In terms of climate and hunter-gatherers, there were a lot of similarities between Siberia and Canada."

The Russians were receptive to Weber's long-term plan to conduct archeological research, so he spent the first few years studying the region before starting any of his digs. He soon learned the area was ripe with habitation signs and the sites were well-stratified, which meant deciphering a chronology for the people would be easier.

Another benefit of working in Russia was that many prehistoric cemeteries had been discovered by Russian scholars over the last 100 years. Normally in hunter-gatherer cultures, said Weber, formal cemeteries weren't developed, but for some reason the people around Lake Baikal used formal burial sites as long as 8,000 years ago.

"The richness of food resources would make people return to the same place," he said. "A combination of cultural and

environmental factors resulted in a number of cemeteries in a scale unknown to North America."

For the next few years Weber collaborated with archeologists in North America and Russia to set up a plan to excavate the remains. Because the Russian researchers don't have the infrastructure to analyse the finds, Weber and his western colleagues use "state-of-the art scientific methods that allow us to learn such detail that wasn't possible to learn even 15 years ago."

Using such methods as DNA and trace analysis, the scientists are able to learn more about the people and their lifestyle. Weber is specifically looking at separating the Late Mesolithic and Early Neolithic Kitoi culture from the Late Neolithic to Bronze Age Serovo-Glazkovo culture. Researchers believe there is a substantial gap in the seventh millennium B.C., disconnecting the Kitoi from the Serovo-Glazkovo. Weber wants to learn more about those people and why that gap exists.

Now Weber has included his students in the discovery process. For the past four years, about 15 undergraduate students from the University of Alberta partner with the same number of Russian stu-

dents in a summer field school in Lake Baikal. Camped out in tents hundreds of feet from the dig, the students spend their days either excavating or cataloguing finds in the make-shift lab.

Normally students see the end product of archeology in the form of a paper or report, but involving them in the entire process is much more interesting, he said. "Some graves are a bit bigger than others, so this may tell us that society wasn't completely egalitarian. A few graves have unique goods, such as green or white nephrite and adornments such as semi-precious stones or pendants. Sometimes it's even possible to learn the cause of death. Each time we find something different, and that's what makes it all so exciting." ■



photos: Andrzej Weber



folio **back**  
page

U of A and Russian students pitching tents at Lake Baikal.